

EEOC Form 161 (11/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Jackqueline Jordan**
4060 Reasons Blvd.
Apt. 48
Milan, TN 38358

From: **Memphis District Office**
1407 Union Avenue
Suite 901
Memphis, TN 38104



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

25A-2015-00485

G. Allen Hammond,
Senior Investigator

(901) 544-0149**THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission



Katharine W. Kores,
Director

Enclosures(s)

APR 27 2017

(Date Mailed)

cc:

W. Clark Washington
Attorney for Respondent
LAW OFFICE OF W. CLARK WASHINGTON
2773 Summer Oaks Drive
Bartlett, TN 38134

EEOC Form 161 (11/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Jackqueline Jordan**
P.O. Box 289
Humboldt, TN 38343

From: **Memphis District Office**
1407 Union Avenue
Suite 901
Memphis, TN 38104

☐

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

25A-2015-00485

G. Allen Hammond,
Senior Investigator

(901) 544-0149

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge.

☒

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

G. Allen Hammond
Katharine W. Kores,
Director

APR 27 2017

Enclosures(s)

(Date Mailed)

cc:

W. Clark Washington
Attorney for Respondent
LAW OFFICE OF W. CLARK WASHINGTON
2773 Summer Oaks Drive
Bartlett, TN 38134



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Memphis District Office

1407 Union Avenue, Suite 901
Memphis, TN 38104
Intake Information Group: (800) 669-4000
Intake Information Group TTY: (800) 669-6820
Memphis Status Line: (866) 408-8075
Memphis Direct Dial: (901) 544-0119
TTY: (901) 544-0112
FAX: (901) 544-0111
Website: www.eeoc.gov

VIA E-mail: wnoble@brimshacks.com

December 15, 2016

Mr. Whit Noble
Human Resources Manager
Brimhall Foods
P. O. Box 34185
Bartlett, TN 38184

Re: ***Jordan vs Brimhall Foods***
Charge No.: 25A-2015-00485

Dear Mr. Noble:

On October 1, 2015, a Charge of Discrimination was mailed to your company. It was requested that a statement of position with supporting documentation in response to an attached request for information be submitted to the Commission by October 31, 2015. However, to date the company has not provided a response. The Commission must insist that the statement of position and supporting documentation be provided on or before January 3, 2017. For your convenience, enclosed you will find a copy of the Charge of Discrimination, The Notice of Charge of Discrimination and the requested information.

However, en-lieu of providing a position statement, if your company would like to resolve this matter through settlement, please contact me December 22, 2016.

Should you have any questions call me at (901) 544-0149.

Sincerely,


G. Allen Hammond
Senior Investigator



**STATE OF TENNESSEE
TENNESSEE HUMAN RIGHTS COMMISSION
CENTRAL OFFICE
TENNESSEE TOWER
312 ROSA L PARKS AVE, 23RD FLOOR
NASHVILLE, TENNESSEE 37243
(615) 741-5825 Fax (615) 253-1886
Toll Free: 1-800-251-3589
Spanish Toll Free Line: 1-866-856-1252
www.tn.gov/humanrights**

RECEIVED
JUL 14 2015
TENNESSEE HUMAN RIGHTS COMMISSION
NASHVILLE

30

**DISCRIMINATION COMPLAINT
(DEPARTMENT USE ONLY)**

THRC# 2-058-15

HUD#

EEOC# 25A-2015-00485

1. TYPE OF COMPLAINT. Check which type of complaint you are filing:

☐ EMPLOYMENT ☐ HOUSING ☐ PUBLIC ACCOMMODATION ☒ TITLE VI

2. COMPLAINANT CONTACT INFORMATION. Provide your name and address.

NAME Jack Queline Jordan
TELEPHONE () CELL ()
E-MAIL: DATE OF BIRTH 9-26-1979

ADDRESS 1111 Nrd Grey
APT. NO. CITY Memphis
COUNTY Shelby STATE TN ZIP 38101

Provide the contact information of someone who can assist us in contacting you should we have difficulty in reaching you.

NAME
TELEPHONE () CELL ()

ADDRESS
CITY STATE ZIP

3. RESPONDENT CONTACT INFORMATION.

Provide the name of the entity (employer/housing provider/business/agency) and address that you believe discriminated against you:

ENTITY Brimhall Food Company
TYPE OF BUSINESS Bran Sharp Food
(FOR EMPLOYMENT ONLY) NAME OF IMMEDIATE SUPERVISOR

ADDRESS 11045 Parkway Corporate Drive
CITY Memphis STATE TN ZIP 38117
TELEPHONE () COUNTY Shelby

Terry Brimhall

4. WHEN DID THE DISCRIMINATORY ACT(S) OCCUR?

Beginning date of the alleged discriminatory act?

Most recent date of the alleged discriminatory act?

Is the alleged discriminatory act ongoing? ☐ YES ☐ NO

800. 628. 6579
December 2014 - January 2015

EMPLOYMENT COMPLAINTS ONLY

(COMPLETE THIS BOX ONLY IF YOU ARE SUBMITTING AN EMPLOYMENT COMPLAINT)

EMPLOYMENT HISTORY

EMPLOYMENT BEGAN ON:

December 14, 2000

EMPLOYMENT ENDED ON:

January 2001

PAY RATE/SALARY:

\$8

JOB TITLE AT THE TIME OF HIRE:

Temporary

CURRENT JOB TITLE OR TITLE AT THE TIME OF TERMINATION:

NAME OF HR/PERSONNEL DIRECTOR

NUMBER (#) OF EMPLOYEES

DID YOU FILE WITH THE EEOC?

☐ YES☒ NO**BASIS OF DISCRIMINATION:** Why do you believe you were discriminated against? *Please mark below only the categories which apply. Specify within the categories you mark.*☐ RACE: _____☐ COLOR: _____☐ NATIONAL ORIGIN: _____☐ DISABILITY: _____☒ SEX/GENDER: ☐ MALE ☒ FEMALE if Tradition☒ RELIGION: JEHOVAH WITNESSES☐ CREED: _____☐ AGE (40 AND OVER): _____☐ RETALIATION*Check below if you were retaliated against because of any of the following:*☒ FILED A COMPLAINT OF DISCRIMINATION☐ GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION INVESTIGATION☐ OPPOSED OR OBJECTED TO DISCRIMINATION☐ OTHER: _____**WHICH OF FOLLOWING EMPLOYMENT ACTION(S) WERE TAKEN AGAINST YOU?** (Check only those that apply.)☐ DISCHARGED☐ TRANSFERRED☐ DENIED BENEFITS (LEAVE, INSURANCE, ETC.)☐ LAID OFF☐ DEMOTED☐ DENIED PAY RAISE☐ SUSPENDED☐ FAILURE TO HIRE☐ DENIED RELIGIOUS ACCOMMODATION☒ HARASSED/INTIMIDATED☐ FAILURE TO PROMOTE☐ DENIED DISABILITY ACCOMMODATION☐ RETALIATED AGAINST☒ FAILURE TO RECALL☐ OTHER: _____

PUBLIC ACCOMMODATION ONLY*

(COMPLETE THIS BOX ONLY IF YOU ARE SUBMITTING A PUBLIC ACCOMMODATION COMPLAINT)

*Denial of service or access to a place of public accommodation

BASIS OF DISCRIMINATION: Why do you believe you were discriminated against? Please mark below only the categories which apply. Specify within the categories you mark.

☐ RACE: _____

☐ COLOR: _____

☐ NATIONAL ORIGIN: _____

☐ AGE (40 AND OVER): _____

☐ SEX/GENDER: ☐ MALE ☐ FEMALE

☐ RELIGION: _____

☐ CREED: _____

☐ RETALIATION

Check below if you were retaliated against because of any of the following:

☐ FILED A COMPLAINT OF DISCRIMINATION

☐ GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION INVESTIGATION

☐ OPPOSED OR OBJECTED TO DISCRIMINATION

☐ OTHER: _____

TITLE VI* COMPLAINTS ONLY

(COMPLETE THIS BOX ONLY IF YOU ARE SUBMITTING A TITLE VI COMPLAINT)

*For discrimination in programs and activities receiving federal financial assistance.

BASIS OF DISCRIMINATION:

Please specify the categories which you marked.

☐ RACE: _____

☐ NATIONAL ORIGIN: _____

☐ COLOR: _____☐ RETALIATION: _____

Check below if you were retaliated against because of any of the following:

☒ FILED A COMPLAINT OF DISCRIMINATION

☐ GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION INVESTIGATION

☐ OPPOSED OR OBJECTED TO DISCRIMINATION

☐ OTHER: _____

WHICH OF THE FOLLOWING ACTIONS WERE TAKEN AGAINST YOU? (Check only those that apply and describe below.)

☐ DENIED PROGRAM SERVICE, AID, OR BENEFIT

☐ RECEIVED SERVICE OR BENEFIT DIFFERENTLY OR INFERIOR TO THOSE PROVIDED TO OTHERS

☐ SUBJECTED TO SEGREGATE OR SEPARATE TREATMENT RELATED TO THE RECEIPT OF ANY SERVICE OR BENEFIT

☐ DENIED OPPORTUNITY TO PARTICIPATE AS MEMBER OF PLANNING OR ADVISORY BODY

☐ RETALIATED AGAINST

☒ OTHER: Made to leave Fresh Start Circuit Road

1st Statement - Missing

complaint

Important reputation
my World No tolerance of "gay pride" - Yuck!

Designer

Yam Gay Pride Tied Twice

1. Texas Prison

2) " " " Intern

* Religious hate

* Fugitive Murders

* Outraging Public decency

* Mocking Police X

Just Touch

* Actn expected me to represent
for him in prison. —

Amir to hear legal dialogue
from both — Jones, founder

I do not have any
prior knowledge of who either are!

All 2 my Aunt's. Around
my mom - stood there
and... she had a
godly RIGHT

So called
of gay Pride - Yuck!

Yan Gao Fide Tien Twei

1.) Lexie Polina
2) " " Intern

* Fußelickmannen

* Defraying Papal charges

* Waiting Police

again expected me to repay
for him in prison: —

Amirion to hear LEGAL dialogue
from BOTH — Jones, Juchacz

I do not hate any
Prior knowledge of WtH either sex!

all to my Arms: Around
my neck - Good - there
and... SHE had a
godly RIGHT

2015-09-29 11:24

Hospitality Hub 9017631869

P 2/2

Caucasian Lesbian (LL)
- Supervisor -

Brazilian Lesbian (BL)
- Coordinator -

• CLAP on Buttocks
AFTER returning
from Pknap

• preArranged a touchy-
Feely - Filthy hand
on demand Pknap

• WALKED up & choked
the back of my neck
& held AS I stood
(WEAPONLESS)

• touched Arm
Shoulder
PACP

8 Straight hours of oral Spander

Deformation LAW suit

• NITE'S THE

• JACKIE'S

• Lexie Mynum Assnated by etc x4

• NITE'S Loun chon

ETC.

* VETERAN nuisances

IN YOUR OWN WORDS, TELL US WHAT HAPPENED. Give dates, when applicable. Also, describe how others were treated differently than you. Use additional paper if needed.

BOTH these Women are currently extremely knowledgeable:
present "Lies" calling my name "the Standover me" +
jet- Slender Caucasian inner wife - patched lip lip
She returned from break & as I waited HT she slapped
my ~~back~~ proudly hit me. As if..... I looked & said
to myself "HAI VITE JHT her mind"!! That slap was as
if an achieved gay pride moment of we were successful
a turning her "go away" 2x Standing waiting for orders
from Imperium A hand came & checked the back of my
neck & continued..... As a Woman Coach
for gay pride — Um! VIDEO

Old, ~~Portuguese~~ Brazilian Voice - derogator & malicious
to sit in her girls' breakroom & listen to. One of NEVER
misses FADING for any & everything. What I hear &
hear — Broken — ~~manipulated~~ Brazilian conduct depleted
^{SELF HONOR} ~~esteem~~ — She a "NEVER" cry for help regardless of age
* on the — packing chips she came & maam maam
let me know you demonstrate proceeded to pack & during
her ~~alleged~~ alleged demo. hands & clouters became so
much & the demonstration became extremely inappropriate
distasteful. Her attempt @ ^(VIEW) promoting an ~~attempt~~ ^{grave} ~~attempt~~
@ gay pride — ah wa..... I she felt the need to
give me that much needed "Push" saying try us
"those people" — ~~Proven~~ that made ~~grave~~ mistake
promoting behavior that carries "X10" depth weight, is
unbittanial matter (a) for just..... their ~~name~~ type
F..... NON-Competitors "THORATI" in my Glamorous vide